

SUCCESS STORY

Electro-Optics Technology Inc
Michigan Manufacturing Technology Center

“As you grow quickly knowledge gets diluted and process control becomes more difficult so you need a controlled training program. Our competitive advantage is in our internal knowledge so we needed a system that develops our people. MMTC helped develop a five-year training plan.” Ben Nelson, VP Operations

Employee Development Doubles Sales

ABOUT. Electro-Optics Technology (EOT) sells Faraday rotators/isolators and fiber collimators for laser diodes, fiber lasers and solid-state lasers, with a special emphasis on high average power and peak power applications. Today, EOT has 72 employees and can do everything from rapid prototyping to high volume production. The company is located in Traverse City, Michigan.

THE CHALLENGE. EOT's aggressive growth strategy required a rapidly expanding workforce. As the company increased employment by 60 percent, the fast growth made it difficult to sustain a quality advantage against foreign competition. Internal knowledge is EOT's competitive advantage, and the company needed an internal employee development program to teach ISO, Photonics, and Basics of Lasers. The VP of Operations reached out to their local NIST MEP affiliate, the Michigan Manufacturing Technology Center (MMTC) at Northwestern Michigan College (NMC), for assistance in developing a five-year training plan.

MEP'S ROLE. The training plan took advantage of the Michigan New Jobs Training Program, which allows a company to use payroll taxes that normally go to the state for the purpose of training new hires. EOT used this funding opportunity as the catalyst to build an employee development system for incoming staff. In addition to a well-documented progression for new hires, EOT staff needed job-specific knowledge related to their business. To address this, NMC sent an instructor with the Manufacturing Technology Academy to acquire certification through Op-Tec. The specialist achieved certification as an instructor in Photonics as well as Fundamentals of Lights and Lasers so he could train new EOT hires and prospective employees. EOT is excited about the results and now shares the importance of a good employee development program.



RESULTS



12 new OEM customers;
doubled sales in Asian markets



Created 63 new jobs, increasing
employment by 100%



Saved \$65,000 in job skills
training



Launched 6 new product
platforms over 2 years

NEXT STEPS



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